

## Bilingual Task Force Committee Follow-up Questions

1. Have an evaluation of their experience and interests conducted

We are currently working with the Research Department to develop and conduct surveys related to program experiences and interests. Candidates will participate in the survey to provide program feedback. Program staff will support candidates in the Maestros de Mañana program.

2. Be informed of programs(s) most appropriate for meeting their goals (currently, little detailed information about MPSU programs is available online or otherwise)

All MPSU programs are supported by a team of staff. Individuals may contact the following:

- Candice Overton Owens, MPSU Talent Development Specialist
- Phone: (414) 252-0352
- Email: [hozec@milwaukee.k12.wi.us](mailto:hozec@milwaukee.k12.wi.us)
  
- Maria Jenkins, LTE, Bilingual Para-to-Teacher Programs
- Email: [jenkinmj@milwaukee.k12.wi.us](mailto:jenkinmj@milwaukee.k12.wi.us)

Information is also available on the MPS web page at <https://mps.milwaukee.k12.wi.us/en/District/About-MPS/Departments/Office-of-Academics/Organizational-Development-and-Supports/MPSU.htm>.

3. Develop an individualized step-by-step plan to attain certification

Please follow the link to access the certification pathway at <https://mps.milwaukee.k12.wi.us/en/District/About-MPS/Departments/Office-of-Academics/Organizational-Development-and-Supports/MPSU/University-Partnership-Programs.htm>.

4. Apply to teacher certification program without unnecessary duplication of steps (i.e., request official transcripts again even though HR has one on file)

Official college or university transcripts are required by the partner university or college for admission to the program. Any transcripts on file with MPS would not be considered official.

5. Apply for financial assistance

Individuals may apply for tuition assistance that is not covered by scholarships. The amount of tuition assistance varies depending on the program. Candidates may qualify for up to \$4,000 in tuition assistance. Bilingual candidates may qualify for up to an additional \$5,000 in tuition assistance.

6. Secure support during studies (mentors and tutors)

Candidates will receive support throughout the program. All candidates will be assigned a mentor and/or tutor based on need. Bilingual candidates receive support in math and literacy as well.

7. Upon completion, apply for and secure a teaching position

Upon program completion, the candidate may apply to school(s) with bilingual openings. School teams determine the recommendation for hire. The candidates must certify their bilingual (English/Spanish) abilities through passage of the ACTFL.

8. Bilingual paras and others have communicated that MPSU has been helpful, but it would be best if it were located and reported directly to an MPS office or division that handles their other GYO needs, such as HR. This could possibly be a better means of streamlining the process and cutting out a great deal of red tape.

MPSU is located in the area of organizational development in the Office of Academics. The work of the organizational developmental team has been streamlined to more efficiently recruit and serve program candidates.

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9. Where on the MPS portal or elsewhere can I find information about the MPSU Maestros de Mañana program and other bilingual initiatives to find answers to these questions?

<https://mps.milwaukee.k12.wi.us/en/District/About-MPS/Departments/Office-of-Academics/Organizational-Development-and-Supports/MPSU.htm>

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10. Description of the programs (purpose? for whom? other)

An overview of all programs can be found at the following link:

<https://mps.milwaukee.k12.wi.us/en/District/About-MPS/Departments/Office-of-Academics/Organizational-Development-and-Supports/MPSU.htm>

11. Who can apply to the program(s)?

Any MPS employee with an associate or a bachelor's degree with interest in becoming a teacher. The MPSU talent development specialist will work with each individual to find the right fit for the employee's needs.

12. The present cohort is full. When will it be offered again?

Cohorts operate on a semester basis depending on interest in the program with at least a minimum of 15 university partner-accepted applicants. In the event that there are not at least 15 accepted applicants, the team will continue to recruit to develop a full cohort.

13. Total cost of the Maestros de Mañana program?

The program cost is \$26,220 based on successful completion. Candidates may qualify for assistance that would apply to the program cost. University partner may consider successful college credits for transfer.

14. What financial aid can I apply for? Which scholarships are available? What are amount of all scholarships? Will they be available every year?

MPS provides tuition assistance, tuition reimbursement, scholarships, and other grants to support employees. Individuals may apply for tuition assistance that is not covered by scholarships. The amount of tuition assistance varies depending on the program and need. Candidates may qualify for up to \$4,000 in tuition assistance. Bilingual candidates may qualify for up to an additional \$5,000 in tuition assistance. Candidates may be eligible for the Pell grant based on need.

All assistance will depend on the availability of funding and the amount awarded to an individual student. Amounts may vary.

15. Can I apply for tuition assistance for costs not covered by scholarships? How much?

Yes. Individuals may apply for tuition assistance that is not covered by scholarships. The amount of tuition assistance varies depending on the program and need.

16. Can I still apply for tuition reimbursement for costs not covered by scholarships? How much?

Yes. Individuals may apply for tuition reimbursement that is not covered by scholarships. The amount of tuition reimbursement varies depending on the program and need. Tuition reimbursement may be allotted to MPS staff who are assigned as teachers while working toward teacher certification in one of the respective programs.

17. Can I apply for loans for costs not covered by scholarships? How much? What would interest be?

MPSU does not provide for loans. Candidates may consult with the partner university for any financial assistance that they may qualify for.

18. I applied for the GYO scholarship. When will I be notified of the decision?

GYO scholarship notifications are made upon completion and submission of all required documents. While the scholarship payment is submitted to the university partner, the candidate will receive written notification of payment.

19. Are employees paying through payroll deductions? How much?

Yes. Candidates will pay remaining program cost through payroll deduction for partnership programs (i.e., Emerging Montessori, Emerging Educators, K–9 plus ESL and Bilingual, K–9 Post-Bacc, etc.). Amount will vary based on the program.

20. What are the students earning?

Candidate salary may vary depending on the contract of employment.

21. What is the length of the program?

The length of time of each program varies from 12 months up to 2.5 years. Accepted transfer credits as well as cohort start time may impact the length of time in a particular program.

22. What kind of support are we giving them with the EdTPA and FORT?

The area of induction and support offers yearly EdTPA and FORT support courses. These courses may vary based on need.

23. Who should interested students reach out to?

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24. What is the status of the Bilingual Add-on License program?

Current bilingual programs:

Alverno/MPSU

- Candidates: Anyone with an associate degree and a bachelor's degree
- Cost to employee: Varies based on employee's education level

MTEC

- Candidates: Anyone with a bachelor's degree
- Cost to employee: \$15,600 for post-bachelor; \$4,800 for add-on

Teach for America

- Candidates: Anyone with a bachelor's degree
- Cost to employee: \$515 to \$770 per credit

Proposed program:

MPSU Stand-alone Program

- Candidates: Add-on license
- Cost to employee: \$1,500 plus textbooks

We are in the process of working with the Department of Public Instruction to gain status as an Experimental and Innovative Program, which will allow candidates to receive a teaching certification. We must achieve this approval before endorsing candidates. Upon approval of the K–9 Special Education program, we will submit the application to DPI for the Bilingual Add-on License. It is our goal to achieve these approvals in 2021 so that we are able to enroll candidates by the fall of 2021.

25. What arrangements will be made for my student teaching placement?

MPS operates according to district policy and procedure to arrange for student teaching placement.

26. Once I have completed the program, how do I secure a teaching position with MPS? (currently, people interested in a teaching position wait much too long for responses and guidance from HR)

Upon program completion, the candidate may apply to school(s) with bilingual openings. School teams determine the recommendation for hire. The candidates must certify their bilingual (English/Spanish) abilities through passage of the ACTFL.

27. How long must I remain a teacher for MPS once I become a teacher?

The length of time varies according to the program contract agreement.